



SAARTHI - सारथी

करियर मार्गदर्शन पोर्टल · Career Guidance Portal

"सही मार्गदर्शन, उज्ज्वल भविष्य।"

करियर शीट · CAREER SHEET

मानव संसाधन प्रबंधक

A Human Resource (HR) Manager manages the people side of an organisation — from recruiting and interviewing the right candidates to onboarding new joiners, running training, handling salary and benefits (payroll), appraising...



Scan for everything on this career

Salary, exams, colleges, the routes in and the steps after — all on the portal.

career.gsssjethantri.in/#/career/hr-manager

राजकीय उच्च माध्यमिक विद्यालय, जेठन्तरी

Govt. Sr. Sec. School, Jethantri · ब्लॉक समदड़ी · बालोतरा (Block Samdari · Balotra)

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सुशील कुमार शर्मा

प्रधानाचार्य, रा.उ.मा.वि. जेठन्तरी · मास्टर ट्रेनर
Principal, GSSS Jethantri · Master Trainer



श्री चेनाराम चौधरी

प्रधानाचार्य, डाइट बाड़मेर
Principal, DIET Barmer



श्रीमती संघमित्रा

वरिष्ठ व्याख्याता, डाइट बाड़मेर (सहयोग)
Sr. Lecturer, DIET Barmer (Support)



भरत चौधरी

अभिकल्पना व विकास · व्याख्याता (इतिहास)
Designed & developed · Lecturer (History)

विशेष धन्यवाद · SPECIAL THANKS



सुरेन्द्र सिंह राठौड़

व्याख्याता (इतिहास) · रा.उ.मा.वि. कानाना



सुरेश कुमार सैन

व्याख्याता (भूगोल) · रा.उ.मा.वि. रामसीन मूंगड़ा



वनिता कुमारी

व्याख्याता (इतिहास) · रा.उ.मा.वि. रामसीन मूंगड़ा



कमलेश चौधरी

व्याख्याता (राजनीति विज्ञान) · रा.उ.मा.वि. टापरा

करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। · An independent project based on the Government's official career-guidance content.

1 About this career

A Human Resource (HR) Manager manages the people side of an organisation — from recruiting and interviewing the right candidates to onboarding new joiners, running training, handling salary and benefits (payroll), appraising performance, and building a healthy, positive work culture. They resolve employee grievances and disputes, ensure labour-law compliance, and act as a bridge between management and staff. Every sector — IT, manufacturing, banking, startups — needs HR, making it a stable, respected and fast-growing career.

2 At a glance

Minimum qualification	Graduation + MBA/PG Diploma in HR (preferred)
Key entrance exams	CAT / XAT / CMAT / MAT
Starting salary	₹25,000–45,000/month (MBA fresher)
Work mode	Office-based full-time management role

3 What you need

INTERESTS

- Interest in interacting with and helping people
- Interest in solving problems and making fair decisions
- Enthusiasm for building, motivating and organising teams

ABILITIES

- Strong communication and people-reading ability
- Organisation, confidentiality and problem-solving skills
- Fairness, patience and emotional understanding (empathy)

KEY SKILLS

- Recruitment, interviewing and talent selection
- People management, training and performance appraisal
- Effective communication, negotiation and conflict resolution
- Basic knowledge of labour law and compliance
- Empathy and maintaining employee relations
- Payroll, HR software (HRMS) and data handling
- Building work culture and drafting policies

4 How to get there

- 1 After Class 12, complete a bachelor's degree (BBA/B.Com/BA); psychology, commerce or management help.
- 2 Appear for CAT, XAT, CMAT or MAT and pursue an MBA or PG Diploma in HR / Human Resources.
- 3 Do HR-department internships and summer projects during the MBA.
- 4 Start as an HR Executive/Generalist and learn recruitment, payroll and compliance.
- 5 With 3–6 years' experience, get promoted to the HR Manager role.
- 6 Upgrade skills with HR analytics, labour law and certifications (e.g. SHRM/NHRD).

MAIN EXAMS

- CAT (Common Admission Test) — for IIMs and top MBA institutes
- XAT (Xavier Aptitude Test) — for XLRI and associate institutes
- CMAT / MAT — for many state and private MBA colleges

5 Where to study**GOVERNMENT INSTITUTES**

- राजस्थान विश्वविद्यालय – प्रबंधन अध्ययन विभाग — Jaipur, Rajasthan (<https://www.uniraj.ac.in/>)
- मालवीय राष्ट्रीय प्रौद्योगिकी संस्थान (MNIT) – प्रबंधन अध्ययन विभाग — Jaipur, Rajasthan (<https://mnit.ac.in/>)
- राजस्थान केंद्रीय विश्वविद्यालय – प्रबंधन विभाग — Kishangarh, Ajmer, Rajasthan (<https://www.curaj.ac.in/>)
- टाटा सामाजिक विज्ञान संस्थान (TISS) – एमए एचआरएम एवं एलआर — Mumbai (<https://www.tiss.edu/>)

PRIVATE INSTITUTES

- एक्सएलआरआई – जेवियर स्कूल ऑफ मैनेजमेंट (एचआर में अग्रणी) — Jamshedpur (<https://xlri.ac.in/>)

- भारतीय प्रबंधन संस्थान (IIM) उदयपुर — Udaipur, Rajasthan (<https://www.iimu.ac.in/>)
- जेईसीआरसी विश्वविद्यालय – एमबीए (एचआर) — Jaipur, Rajasthan (<https://www.jecrcuniversity.edu.in/>)

ONLINE

- इग्नू (IGNOU) – एमबीए (मानव संसाधन प्रबंधन) — Online / distance (<http://www.ignou.ac.in/>)
- स्वयं (SWAYAM) – एचआर व प्रबंधन पाठ्यक्रम — Online (<https://swayam.gov.in/>)

FEES

MBA fees at government universities (University of Rajasthan, MNIT, Central University) are roughly ₹20,000–1.5 lakh per year. At TISS and IIMs the full course can cost about ₹2–13 lakh, while private universities charge around ₹1.5–6 lakh. IGNOU's online MBA is very affordable.

SCHOLARSHIPS

- राष्ट्रीय छात्रवृत्ति पोर्टल (NSP) (<https://scholarships.gov.in/>)
- TISS मुंबई – वित्तीय सहायता व छात्रवृत्ति (<https://www.tiss.edu/>)
- Buddy4Study – एमबीए छात्रवृत्ति (<https://www.buddy4study.com/article/mba-scholarships-in-india>)
- SJE राजस्थान छात्रवृत्ति (<https://sje.rajasthan.gov.in/>)

6 What the work is like

WHERE YOU WORK

IT and software companies, manufacturing and factories, banks and financial institutions, hospitals, startups, consulting and recruitment firms, and public-sector units — all need HR teams.

WORK CULTURE

Usually 5–6 days a week, an office-based 9-hour role. Workload rises during hiring seasons, payroll cycles and policy changes. The role is very well-suited to women and to persons with disabilities.

WHO HIRES

- | | |
|---|--|
| • IT & software companies (TCS, Infosys, Wipro) | • Manufacturing & automobile companies (Tata, Mahindra, Maruti) |
| • Banks & financial institutions (HDFC, ICICI, SBI) | • Startups & unicorns (Zomato, Flipkart, Zerodha) |
| • Consulting & recruitment firms (Deloitte, Randstad, Naukri) | • Public-sector units & hospitals (PSUs, Rajasthan Govt departments) |

DEMAND (2026)

Every organisation needs HR to find, hire and retain good people, so demand is evergreen. With India's rapid growth in IT, manufacturing, e-commerce and startups, the need for skilled HR professionals keeps rising. Emerging areas like HR analytics, digital hiring and employee experience offer special opportunities.

7 Career growth

- 1 HR Executive / HR Generalist
- 2 HR Manager
- 3 HR Head / HR Director
- 4 Chief Human Resources Officer (CHRO)

EARNINGS

Starting	₹25,000–45,000/माह
Mid level	₹70,000–1,30,000/माह
Senior level	₹2,00,000+/माह

As per 2026 data, MBA HR freshers start around ₹25,000–45,000/month; HR Managers with 5–8 years' experience earn roughly ₹9–16 lakh per year (₹70,000–1.3 lakh/month). At HR Director and CHRO levels, pay crosses ₹40 lakh per year. Earnings vary by city, industry and skills.

8 The good parts · The challenges**The good parts**

- In demand across every industry — a stable, respected career
- Work with people and positively impact their lives
- A clear, well-paid path up to CHRO

The challenges

- Stress of tough decisions like layoffs, disputes and grievances
- Pressure of balancing management and employees
- Must stay constantly updated on labour laws and policies

9 Real-life journeys

Leena Nair

First female & first Asian CHRO of Unilever, now Global CEO of Chanel

From Kolhapur, Leena Nair studied engineering at Walchand College and then an MBA in HR at XLRI (as a gold medallist). Joining Hindustan Unilever as a management trainee in 1992 — becoming the first woman to work a night shift on the factory floor — she climbed the HR ladder over two decades. In 2016 she became Unilever's youngest, first female and first Asian Chief Human Resources Officer (CHRO), raising women managers from 38% to 50%. In 2022 she was appointed Global CEO of luxury brand Chanel. Her story shows the HR path can lead to the very top of any organisation.

Wikipedia · https://en.wikipedia.org/wiki/Leena_Nair

Prabir Jha

Ex-CHRO of Tata Motors, Reliance, Cipla & Dr Reddy's; Founder, Prabir Jha People Advisory

Prabir Jha earned an MA in History from St. Stephen's College, Delhi and a PG Diploma in Personnel Management from XLRI Jamshedpur. Over roughly two decades he led organisational transformation as Chief Human Resources Officer (CHRO) at some of India's largest companies — Tata Motors, Reliance, Cipla and Dr Reddy's Laboratories. He later founded his own advisory firm, 'Prabir Jha People Advisory', and is counted among the country's most respected HR thinkers and speakers. His journey shows that deep expertise in HR can lead all the way to top leadership and entrepreneurship.

Medium (Anurag Singal) · <https://anuragsingal.medium.com/prabir-jha-ex-chro-at-cipla-reliance-tata-motors-dr-reddys-6a19306d513e>

10 Sources & further reading

1. Rajasthan Career Guidance – Human Resource Manager — <https://cg.rajasthan.gov.in/careerguidance/hi/career/%e0%a4%ae%e0%a4%be%e0%a4%a8%e0%a4%b5-%e0%a4%b8%e0%a4%82%e0%a4%b8%e0%a4%be%e0%a4%a7%e0%a4%a8-%e0%a4%aa%e0%a5%8d%e0%a4%b0%e0%a4%ac%e0%a4%82%e0%a4%a7%e0%a4%95/>
2. XLRI – XAT Admission (HR MBA) — <https://xlri.ac.in/academic-programmes/admission-procedure/overview/XAT>
3. MBA Colleges in Rajasthan – Collegedunia — <https://collegedunia.com/mba/top-mba-colleges-in-rajasthan>
4. HR Manager Salary 2026 – Persol India — <https://www.persolindia.com/articles/salary-of-hr-manager-in-india>
5. National Scholarship Portal — <https://scholarships.gov.in/>



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